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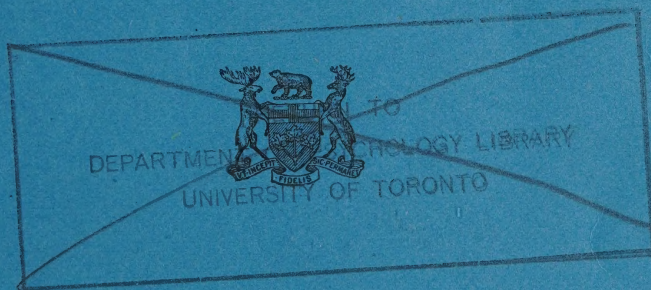
# Vocational Opportunities

IN THE  
INDUSTRIES OF ONTARIO

—  
A SURVEY.  
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BULLETIN NO. 3

Dressmaking and Millinery



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Minister: HON. W. R. ROLLO

Deputy Minister: W. A. RIDDELL, Ph.D.

Parliament Buildings—TORONTO—15 Queen's Park

1920







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## PREFACE.

The present bulletin is one of a series arising out of investigations carried on by the Trades and Labour Branch, now the Department of Labour, to obtain definite information regarding the occupational opportunities in the industries of Ontario for boys and girls. It is hoped in this way to provide a basis of knowledge for intelligent guidance to the large number of boys and girls who year by year leave school to join our vast industrial army.

The need for such a survey of the industries of Ontario became apparent following the establishment of a system of Employment Bureaus by the Province, and later received hearty endorsement from the Dominion Council of Girl Guides, the Dominion Council of Women and the Home and School Council. It was pointed out by these organizations that large numbers of girls left school and either drifted about aimlessly or entered occupations for which they were quite unsuited, and consequently they became bewildered, inefficient, low wage workers. This it was felt was due largely to lack of knowledge on the part of parents, teachers and the girls themselves of the occupations open to girls and the training and other qualifications necessary to success. These organizations urged, therefore, first: that data should be secured regarding (*a*) desirable trades, occupations and professions for girls, (*b*) the temperament and moral qualities necessary for success in each of these, (*c*) the education and preparation necessary for entrance into and advancement in these, (*d*) the approximate cost in time and money such preparation involves, (*e*) the possibilities for advancement and remuneration to be expected in each; second: that there should be close co-operation with the Department of Education in passing on this information to teachers and parents; by means of bulletins and lectures given by experts to teachers in training throughout the Province in order that they would be better qualified to act as vocational guides to their pupils leaving school; and third: that there should be organized a separate section of the Government Employment Service devoted to the placing of girls in suitable employment.

The value of some form of assistance to young persons in choosing their life work is generally admitted. The growing complexity of our industrial organization has not only multiplied the opportunities for employment, but also has increased a hundredfold the difficulties of obtaining accurate information with regard to them. Unfortunately the avenues leading to "blind alley jobs" never were so numerous or so crowded as they are to-day. Few who travel them realize whither they lead. Only a relatively small number of our boys and girls have any means of knowing. This is all the more to be deplored when it is considered the important bearing which the choice of an occupation has upon the life of the individual and his relation to the state.

"For the great masses of men life is organized around work." The whole life of the individual, the home and the community are at stake in the choice of an occupation. If this is settled unwisely or not settled at all, as is too frequently the case, the state must pay in decreased efficiency, increased pauperism and bad citizenship.

It was with these facts in mind that the present survey was authorized early in 1918 by the Honourable Finlay G. Macdormid, the late Minister of Public Works. Preliminary work, including the preparation of questionnaires, investiga-



tion of sources of information, and the interviewing of employers and employees was commenced almost immediately. The actual field work, however, of the investigation was not completed till early in 1919.

Every effort was made to obtain a true picture of the vocational opportunities in the different industries. The employees, employers and others were consulted in twenty-three different industrial centres, stretching from Ottawa on the East, to Windsor on the West. As a further check upon our information official sources of information, both Federal and Provincial, were gone into carefully. The Dominion Statistician and Controller of the Census placed at our disposal data which has been most valuable in supplementing our own information with regard to the regularity of employment, salaries and wages, and the relative proportion of officers, superintendents and managers in the various industries. Not only was much of this material valuable as supplementing what we had obtained from our own investigations, but also in corroborating it. The method followed in collecting our material was obtained by having access to the payrolls and other records of the firms as well as through personal interviews with managers and employees.

The authority provided under the Department of Labour Act empowering the Deputy Minister to "require from employers, workmen and other persons such information concerning rates of wages, hours of work, regularity of employment and other matters as he may deem necessary for the proper carrying out of this Act or any of the Acts administered by the Department" made it possible for the investigators to have access to the original sources of such information, namely, payrolls and other records in the various plants visited.

The number of plants which were covered in this way was relatively small as compared with the thousands covered by the Postal Census of Manufactures issued by the Dominion Government. What it lacks, however, in numbers obtained through the schedule method of the Postal Census is compensated for by the accuracy obtainable through having access to the original records.

Few firms have their statistics in a form that is readily available for the investigator. In the case of piece workers, frequently the hours were not recorded on the wage sheets. Few firms were found who distinguished in their records between juvenile and adult workers, and the difficulty of obtaining this information within the scope of the investigation has made it practically impossible to give anything more than a mere approximation of the relative number of these workers. Information of a more general character was obtained in personal interviews. With few exceptions the utmost courtesy was shown.

The first bulletin in the series includes a general introduction to the whole survey, together with appendices, also included in this report, containing wage statistics obtained in the present survey, and statistics based on material supplied by the Dominion Statistician. It is also hoped to include in the series, bulletins dealing with the following industries: biscuits and confectionery, boots and shoes, department and notion stores, foundries and machine shop products, furniture and upholstery, garments, harness and saddlery, printing and allied trades, textiles. Much of the material is already in manuscript, and will be published in the near future.

The survey, including the field work, tabulation, planning and preparation of the report, was supervised by Miss E. C. Weaver, B.A., although from the beginning it has been under the personal direction of the Deputy Minister of Labour.



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# CHAPTER I

## DRESSMAKING<sup>1</sup>

In 1911 nearly seven per cent. of all women and girls over ten years of age other than those employed in their own homes without salary were engaged in dressmaking. Undoubtedly the phenomenal increase in the production of women's factory-made clothing since that date has greatly lessened the proportion of women required in this occupation, but a scarcity of workers was practically uniformly reported. As an example of this may be mentioned the case of a manager of a department store, who closed his dressmaking department on account of the difficulty in obtaining help.

Most of the dressmakers visited, considered dressmaking a promising field for young workers, and were well satisfied that they themselves had learned the trade. The designer in a high class establishment remarked: "Girls are foolish not to go into dressmaking more." She added, "It is not as tiresome as office work." But the work is usually admitted to be hard.

As a result of this lack of workers, an efficient dressmaker is to-day one of the most independent women. This is illustrated by the fact that a young dressmaker who goes out by the day recently notified her clients that her hours would be from 9 a.m. to 5 p.m., instead of from 9 a.m. to 6 p.m., and that her charge would be \$2.50 a day, instead of \$2.00, but that she would only expect to be supplied with one meal a day instead of two. She is still so busy that she has to refuse customers.

**Regularity.** Work has been greatly regularized for a large proportion of those in the business by the scarcity of workers. This is so much the case that the head of a dressmaking shop remarked—"There are no seasons now in dressmaking."

Private dressmakers almost without exception reported no loss of time on account of seasons, and almost fifty per cent. of the employers in stores and shops could keep their workers busy all the year. The others interviewed for the most part estimated the average loss of time for employees as about two months in the year. Taking into account, however, the large number of private dressmakers, the proportion out of work is probably very small.

**Proprietorship.** Dressmaking is one of the lines in which a capable woman may hope to go into business for herself, as one dressmaker put it,—“Very little capital is needed to go into business, the chief requirements are, a machine, a mirror, a table and a jury.” None of these things are very expensive.

Most dressmakers agree that a person of ability can make a good living. An advantage of independent work, is the control of working conditions, as for instance in the case of a young woman, who used to work as an employee in a store till ten o'clock on Saturday evening, but when she went into business for herself, in the same quarters, she immediately began to close at 6 p.m.

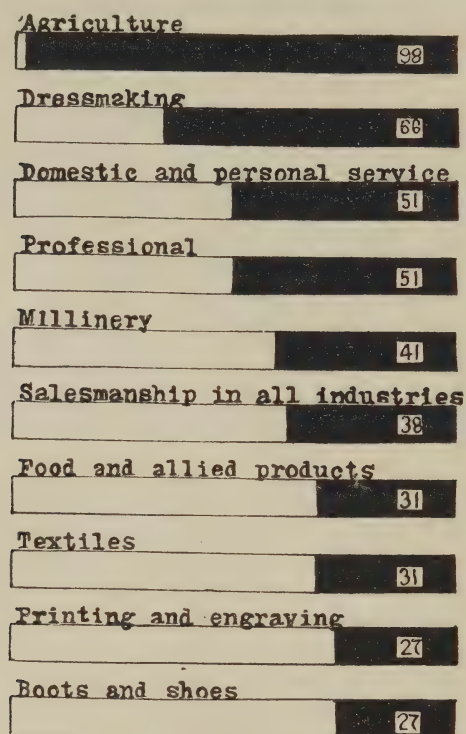
On the other hand there is a good deal of responsibility and anxiety, particularly on account of the difficulty in getting efficient help.

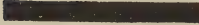
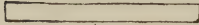
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<sup>1</sup> In the Postal Census of Manufactures, dress and mantle making, millinery, and repairing are included under the group name of women's custom clothing. The present chapter includes tailoring, in so far as this is necessitated by the combination of the occupations of dressmaking and tailoring by individuals and firms, and the lack of differentiation of these occupations on the wage sheets.



**Permanence.** Not only is there a demand for dressmakers, a chance of fairly regular work, and a good prospect of succeeding in an independent business, but skill in this line is likely to be a permanent asset. In the decennial census dress-making stands high among the trades in the number of mature and elderly women employed, as with over sixty per cent. over twenty-five years and almost two per cent. over sixty-five years. The proportion over twenty-five years of age in out-standing employments for women is illustrated in the following diagram:—



 Percentage of women over 25 years  
 Percentage of women under 25 years

**Diagram showing permanency of dressmaking as an occupation for women.**

As long as efficiency and adaptability are maintained, knowledge of this trade places a woman in a particularly good position to re-enter the labour market later in life. An interesting illustration of this was afforded by a young woman, who was left a widow with a boy to support. She went back to her home city and arranged with her former employer to occupy some vacant rooms in his store. At the time of the interview she had not been in business very long, but was getting on well and optimistic for the future, she said: "I do not expect to make a fortune, but I expect to save."



## THE WORKERS AND THEIR TRAINING.

**Apprentices.** The term apprentice is still frequently used for beginners, though there is seldom any formal agreement. During the period of apprenticeship the girl becomes accustomed to using the needle and holding the material properly. She sews on hooks and eyes, does overcasting, simple basting and marking, and such odd jobs as dusting and ripping. Estimates as to the probable duration of apprenticeship varied from three months to a year. It is frequently said that a girl must have a home if she is going to learn dressmaking. Sometimes so-called apprentices are dependent on the older girls for any instruction, but when careful training is given it is only natural that a low wage would be paid. Such training may be invaluable in forming habits of doing the work in the best and the quickest way. It is the general opinion that it is wise for a girl who wishes to become a dressmaker to begin to learn her trade at about fifteen or sixteen years of age. A designer of long experience who had employed a considerable number of adult women with home experience only, emphasized the need for learning dressmaking early in life by saying, "Those who have not had early training under a good dressmaker seldom advance to very responsible work."

Many dressmakers have given up taking apprentices altogether as they consider that they are more trouble than they are worth. Others state that they cannot get apprentices. In this case they are frequently glad to take adult women with good home experience as "improvers."

**Improvers.** Improvers are not considered capable of taking entire responsibility for the work on which they are engaged. Women who cannot or do not care to take this responsibility may always be classed as improvers. As an example of the work of an improver, she may assist the cutter, who marks the upper layer with chalk. As the pieces are usually cut double, the improver does the "tailor tacking" or marking with sewing cotton of darts, connections with seams and so forth. By doing this the improver learns a great deal about the "easing" of parts and similar work.

**The Maker.** The term maker, in the trade, implies ability to take entire responsibility for the costume or part of a costume on which the maker is engaged. When workers do not benefit by an apprenticeship system and so learn the entire trade systematically, they frequently pick up their knowledge of cutting and fitting by observation of the methods of experienced dressmakers with whom they are working. One young woman who learned her trade in this way and attained the position of head dressmaker in the employ of the firm where she had her first experience in dressmaking, and who later went into business for herself in the same quarters, attributed her success to "strict attention to business during working hours."

Dressmaking is taught in some of the Technical High Schools, but so far the home dressmaking classes have been more largely attended.

A most frequent method of broadening experience is to go as an assistant or improver to an expert in the line of which it is desired to gain knowledge. Many dressmakers complete their training by taking a course, frequently in cutting, from a private teacher.

**Specialization.** In the large cities dressmaking and tailoring are more frequently than formerly accepted by the same firm. Where this is the case there is often a considerable amount of specialization in work, with little interchange



between departments. The responsible people in charge of the various departments are known as "coat hands," "bodice hands," "waist hands," "skirt hands," "sleeve hands," "drapers" and so forth. In these establishments men tailors often make the coats, working on a piece basis, and women tailors the skirts. Women are, for the most part, in charge of the dressmaking department where gowns and fancy suits as well as afternoon dresses are made. On this account the dressmaking department affords the greater opportunity for women having artistic ability.

**Designers.** In such firms, the woman in charge of the dressmaking department is sometimes known as the designer. The designer advises as to the style of the dress and when desired will do the entire planning. She supervises or does the fitting herself, and in the smaller establishments most of the cutting.

Designers learn their trade in an apprenticeship or take special courses in dressmaking and design.

#### QUALIFICATIONS.

**Natural Liking for the Work.** No one should learn dressmaking who has not a natural love for the work. Many dressmakers are found who still "like sewing" after many years of hard work. Several particularly mentioned their pleasure in making evening and wedding dresses.

**Perseverance, Accuracy and Speed.** In this trade, shirking of work is impossible. Without persistent application, little can be accomplished. Exactness is necessary, especially in putting linings and top material together. Speed and judgment are essential, even in the mechanical part of the work: as two employees expressed it, "A girl must be quick to move and think," and "Every stitch must count."

**The Question of Posture.** A girl must be healthy to stand this work which calls for persistent application, but frequently girls who are used to a very active life, are quite unsuited to the work on account of the long periods in one position. Some active form of recreation is urgently needed by those engaged in the more sedentary occupations of this trade.

#### QUALITIES REQUISITE IN ORDER TO ATTAIN RESPONSIBLE POSITIONS.

**Initiative.** Though some head dressmakers deliberately plan to teach all their workers the whole trade, for the most part an effort is required to break away from some one restricted line of work and get the broad experience essential to advancement. For example, many women described as dressmakers find it advantageous to handle a variety of business, and recommend anyone entering the trade to learn tailoring as well as their own special line. This is particularly advisable in the case of a woman who intends to go into business in one of the smaller cities or to establish a dressmaking school. Such was found to be the case by a woman who is now recognized as the leading dressmaker in a small city. She had always been fond of sewing and had done a good deal of dressmaking, but required expert knowledge of coat-making. She obtained employment "on skirts and capes," in the dressmaking department of a store in a neighbouring city and learned by observation a good deal about fitting coats. The same store employed her later in making children's coats. Finally she took a few weeks' course in cutting from a private teacher.



**Personality and Executive Ability.** Tact and an agreeable personality are most helpful and a reputation for being obliging is a great asset in building up and retaining custom. But, combined with this pleasantness and self-control, firmness is necessary in dealing with the staff, though care must be taken not to destroy their power to take responsibility. The same quality is essential in dealing with customers. If a dressmaker is unable to say "no" and allows herself to take work which necessitates long hours of overtime, it becomes in truth "a slavish trade." If she permits the customer to take an undue amount of time in discussing the design, she must either work overtime or increase the rates. One successful retired dressmaker emphasized this need for "business ability" in connection with alterations. She said, "Some people will always find fault; if you can see no need for alterations charge for them."

**Knowledge of the Work and Artistic Ability.** A head dressmaker in a department store clearly stated the need for a thorough knowledge of the work, she said, "I have had much greater success lately on account of having more confidence in myself. You must be up in your work, and know what styles and lines are becoming, and must be good at putting colours together. All the customer has to do is to give some idea what she wants, and the occasions on which the dress will be worn."

Good dressmakers frequently pride themselves on being able to "copy" anything they see, and adapt it to their needs. The live dressmaker is always looking out for suggestions, which she obtains from imported gowns, pictures, museums and so forth.

When it becomes a matter of designing artistic dresses and gowns, no one can be taught who is not naturally gifted, but the opportunities for people with the requisite ability and training are becoming increasingly good in Canada.

**Where the Work is Done.** Some department stores still have dressmaking departments, but many now limit their work to alteration of ready-made clothing.

A number of stores rent the quarters formerly occupied by their own department to some woman who will carry on an independent business. The advantage is often mutual, each tending to bring business to the other. One woman said that customers who made a practice of objecting to the charges of the private dressmaker, would frequently pay the bill without making protest when the parlors were located in a store.

Dressmaking is also done in shops, some of which are very exclusive; in private houses; and in dressmaking schools.

### HOURS.

Dressmakers, whether in stores or shops, usually begin work at 8.30 a.m. and are employed from eight to eight and a half hours a day. Dressmakers who go out by the day frequently work a little longer as they usually take only one-half or three-quarters of an hour at noon.

**Overtime.** Some private dressmakers work all day, and almost every evening, during the busy season, but many women who have made a success of their work strongly advise against overtime. Occasional overtime was reported in stores and shops. There is no established custom with regard to pay for overtime. In the case of dressmakers going out by the day, it is sometimes necessary to stay during the evening, in order to finish work required for a definite date, or before going to a new customer. Some customers "pay liberally" for such work, others give



nothing extra, presumably assuming that the work should have been completed. Time spent in selecting styles and making alterations is frequently said to be forgotten.

**Wages.** In considering wage statistics in dressmaking, it must be remembered that a large proportion of the capable dressmakers are in business for themselves, and with few exceptions are reasonably well satisfied.

It will also be seen from Table 1, that dressmaking has a slightly larger proportion of women receiving \$25 a week and over, than any of the other five occupations represented. The comparison would, however, not be equally favourable should the table be extended to \$30 and over, and \$35 and over, as in these sections both dressmaking and power sewing machine operators would drop out.

Table 1.—Percentage of Female Workers in Six Occupations which Employ a Large Number of Women.

Weekly wage	\$8 and over	\$12 and over	\$15 and over	\$20 and over	\$25 and over
Dressmaking .....	82.6	21.7	7.6	4.4	3.3
Millinery .....	84.3	43.3	20.6	4.9	2.4
Office in manufacturing plants ..	94.3	63.1	29.8	4.6	1.1
Office in department stores .....	91.	36.3	12.2	2.7	.5
Power sewing machine operators*	94.6	64.7	20.9	2.3	.4
Sales clerks, department stores.	94.3	35.1	10.9	2.1	.5

When the amount of skill required is taken into consideration, wages of dressmakers as a class are low. This is illustrated by the first three sections of Table 1, and by the statements of employers who did not keep records of individual wages paid, but gave verbal information, for example the following figures:

Number of employees	Weekly Wage
1 messenger .....	\$2.00
2 "girls" .....	7.50
1 "girl" .....	8.00
5 "girls" .....	9.00

The same employer said that she did not consider a girl "worth \$8 or \$9" until she had served at the trade three years. Another dressmaker stated that she paid \$8 to four girls, who had had "four or five seasons' experience."

**Estimates of Wages by Occupations.** As the occupations of few workers were given on the wage sheets, the following statements are chiefly the result of estimates:

Apprentices usually receive from \$1 to \$5 a week  
 Improvers usually receive from \$6 to \$15 a week  
 Fitters and designers from \$18 up.

**Wages of Visiting Dressmakers.** The terms of dressmakers who go out by the day range from \$1.25 to \$2.50. The number of meals given varies from three to one. The regularity of the work of visiting dressmakers varies with their popularity. Some women are able to fill in all their time, engagements being made six months in advance.

\* Of the 1,825 workers represented in this group, 1,674 are operators in garment factories.

Table 2.—Wages of 135 Female Workers in Dressmaking and Tailoring Establishments.

Weekly wage	Number	Cumulative per cent.
Under \$5.....	8	5.9
\$ 5 — \$ 6.....	2	7.4
6 — 7.....	8	13.3
7 — 8.....	5	17.
8 — 9.....	17	29.6
9 — 10.....	19	43.7
10 — 12.....	30	65.9
12 — 15.....	34	91.1
15 — 20.....	5	94.8
20 — 25.....	4	97.8
25 — 30.....	3	100.

The wages of the majority of women employed as tailoresses are somewhat higher than those employed in dressmaking, but for women with unusual ability there are rather more chances of high paid positions in dressmaking.

The proportion of male workers found on the wage sheets was comparatively small, but with the exception of three workers, boys or piece workers in their slack season, the wages ranged from \$20 to \$35 a week.

#### ALTERATION.

Alteration of ready-made clothing in department stores affords an increasingly large field for workers. In large stores tailoresses are required for fitting suits, dressmakers for fitting dresses, and power-machine operators for both kinds of work. Work is usually more regular for those working on gowns than on suits. A good type of employee is required as the work must be done accurately and quickly.

Table 3.—Number and Cumulative per cent. of 83 Female Workers Found on Wage Sheets in the Alteration Departments of Five Stores.

Wage Group	Number	Cumulative per cent.
Under \$5.....	1	1.2
\$ 6 — \$ 7.....	2	3.6
7 — 8.....	4	8.4
8 — 9.....	4	13.2
9 — 10.....	5	19.3
10 — 12.....	23	47.
12 — 15.....	31	84.3
15 — 20.....	8	94.
20 — 25.....	4	98.8
25 — 30.....	1	100.

A comparison of Tables 2 and 3, shows that higher wages are paid to the majority of workers in alteration departments than in dressmaking and tailoring as found in Table 2, but the proportion receiving over \$25 a week is rather smaller. No doubt this is accounted for by the fact that alteration does not require much designing ability.



## DRESSMAKING SCHOOLS.

Some 13 or 14 years ago, the first so-called dressmaking school was introduced in Ontario.

A professional dressmaker by means of advertising, a card in the window and other methods makes it known that she is prepared to receive ladies who desire expert assistance in making their own clothing. The object of a dressmaking school as defined by a successful manager is to "get cheap dressmaking for those who cannot afford to pay higher prices."

The schools, for the most part, are not designed to turn out dressmakers<sup>1</sup> or even instruct in sewing, but few women will work under the direction of a capable dressmaker without learning a number of "easy ways of doing things."

**The Method.** The professional dressmaker keeps the cutting and fitting in her own hands, but the customer does the basting, stitching and pressing under the direction of the instructor. The dressmaker and customer usually decide the style together. In the case of good sewers, perhaps the most appreciated accommodation provided by the school is the opportunity of having the fitting done by an expert.

The number of customers who can be accommodated at the same time varies very much according to the executive ability of the dressmaker and the kind of work. Some women prefer only to have five or six in a class, others nine or ten. Very large classes are not considered satisfactory.

**The Field.** Dressmakers who are conducting flourishing schools are most enthusiastic in recommending this work as a "particularly good" opening for first-class dressmakers. One woman said, "It is the coming thing, there is no better field."

The fact that women have come to Toronto from neighbouring villages and even cities to take advantage of the schools seems to justify the contention that schools would find support in most cities and many towns throughout the Province.

The manager of a successful school usually has to refuse clients, and only closes during the summer in order to take a vacation. In this line as in all others some dressmakers have failed on account of assuming too much overhead expense at the outset.

**Charges, Hours and Distribution.** The charge at a dressmaking school is from \$1.00 to \$1.50 a day, which usually consists of six or six and a half hours. Most dressmakers are willing to take customers for half a day, sometimes at a slightly higher rate. Some open a couple of evenings a week to accommodate those who cannot attend during the day.

From the point of view of the dressmaker, the dressmaking school has the following advantages:

- (1) "There is no question of running bills. People see the others paying and rarely ask for credit." (A notice on the wall sometimes gives the rates, and states that terms are cash).
- (2) "If a customer wants to change the style after the work is begun, she makes the alterations herself, and there is no loss of time to the dressmaker."

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<sup>1</sup> Special courses of instruction intended for those entering the trade are occasionally given in designing and cutting.

(3) "The work is less irksome than that of finishing dresses."

From the point of view of the customer, when a school happens to be in the hands of a woman who takes a particular pride in utilizing old materials, the school may be a great boon to women, who cannot spend lavishly, and may perform a substantial national service, in preventing waste. One dressmaker remarked: "You get to know practically the whole wardrobe of some of your regular customers, and can sometimes suggest the use of such and such a lining or such and such buttons from clothing which is out of use. Sometimes we make a suit one year, alter it the next, and turn it into a dress the third year."

As the dressmaker in the school has not made the dress herself, she does not feel that her credit is quite so much at stake in the final production, and so is more willing to use old materials.

#### CONCLUSION.

Dressmaking is a line of work which contains a large proportion of Canadian and other British born women. Skill in this line can be used with advantage later in life either in the home or in business.

Though formerly counted among the seasonal trades, the scarcity of dressmakers, has rendered the demand for workers so great that the trade is in a large measure regularized.

Wages are low for the majority of workers, when the degree of skill required is taken into consideration, but the chances of obtaining a \$25 a week position are fairly good as compared with many other large women-employing occupations. This trade affords a particularly good opportunity for independent and fairly remunerative work, either as a private dressmaker or in charge of a school.

The work is undoubtedly hard but of a kind which is pleasurable when limited to reasonable hours in the case of people who have a natural liking for sewing, others should on no account learn dressmaking as a trade. For those who attain the higher positions there is a considerable amount of variety in the work and scope for the exercise of artistic ability.



## CHAPTER II.

### MILLINERY

**Number and Demand.** In 1911 over three per cent. of all women wage earners were classed under the head of milliners. Just as was true in dress-making, the proportion of women workers required in this occupation to the entire number of women in the Province has been greatly reduced since that year by the increase in the use of factory made hats. The remarkable extension in the use of the automobile, the popularity of camping during the summer, and the teaching of millinery in the schools are also said to have had a noticeable effect upon the trade.

The number of women required in this line of work is still large, however, and a serious scarcity of capable milliners is prophesied by some in the business. On account of the low wage paid to beginners in millinery in common with many other skilled trades, and on account of the frequent irregularity of the work, there are few learners, and experienced milliners not infrequently drift into other occupations during the slack seasons.

**The Field.** For women with outstanding gifts, millinery offers some of the best paid, most interesting and most responsible work open to women in the industrial field, but only women with a distinct gift for the work should enter the occupation.

This should be strongly emphasized in millinery because the occupation falls in a remarkable way into two classes of work, the making and the trimming of hats; the former has been aptly described as a trade, the latter as a craft. Both require skill and deftness, which in this occupation involves training, but the trimmer must have in addition innate ability. As one proprietor of a wholesale house remarked, "A girl can be taught to be a maker of hats, but must have taste to become a trimmer."

**Training.** This training may be received at a technical school, or may still be obtained by the apprenticeship system.

**Apprenticeship.** As in almost every other line of work apprentices are scarce. The usual estimate of the length of the apprenticeship period proper is two seasons or one year, whether training is given in a wholesale or retail establishment, but as one head of a department remarked, "There is no stated time, one girl can learn more in one year than another in three." Those who wish to learn millinery should, if possible, begin young, 16 years is considered a good age. It is not necessary to be a good sewer in the ordinary sense of the word in order to make a success of millinery, nor is a good school education essential for the work itself, but a poor education is a serious handicap to those who go into business for themselves. One owner of a business, who had little education was very emphatic, she said, "Girls should get as much education as they can."

The training in making wire frames, buckram shapes, velvet and straw hats should be begun during the apprenticeship.

**Preparers and Improvers.** The worker who is able to take full responsibility for the making and covering of frames, is known as a preparer, improver or maker. The significance of these terms, however, varies considerably according to the place in which they are used. In the wholesale houses the word pre-

parer is used almost to the exclusion of the word improver. In stores, however, the term improver is more common. In one store improvers are distinguished as first, second and third improvers, while the term preparer is also found on the wage sheets. In this store the standing of the preparer is said to be about equal to that of the second improver. Except in the case of rare ability, a girl must expect to spend several years as a preparer or improver, and indeed, many workers never become trimmers as they have not enough gift for the work.

**Trimmers  
and  
Designers.**

The interesting and difficult work of the trimmer, as described by one of their number is, "to make every hat different and still keep the style." Although a special gift is required for this work, those who are going to make a success as trimmers must first learn the trade, as correct measurements are necessary in order to get the proper lines. Very young girls are not considered suitable for trimmers on account of the need for accuracy.

In the wholesale houses a larger number of girls are found capable of becoming trimmers than can be employed by the houses themselves. Many of these girls are therefore sent by the wholesale houses for the season to good positions as trimmers in millinery shops, especially in the smaller towns. During the dull season in the retail trade these girls and others who have got their training elsewhere often return to the city, and work in the wholesale houses at a small salary, sometimes as low as \$1.00 a day for a month or so before the retail season opens. During this period, while copying hats for the wholesale houses, they study the fashions for the next season. When doing this work the girls frequently make notes of measurements for use in their future field. Sometimes they make hats for themselves for which the firm only charges them the cost of the material. Being allowed to work in the wholesale house is considered a privilege, and application must be made in advance. Girls who want to work in this way, if unknown to the firm, frequently get a recommendation from a regular customer.

The wholesale house in turn frequently recommends these women as trimmers for the following season. There is a good deal of moving about among trimmers, a representative of a wholesale house remarked, "there is often some advance and they like the change." In this way some wholesale millinery houses practically act as employment offices, but others will not allow trimmers to work for them during the slack season in the retail trade.

In many firms those who do the designing are spoken of as trimmers, but in some, there is a distinction between trimmers and designers, the latter being chiefly responsible for the pattern hats.

In the case of some of the large department stores the trimmers do not work in the wholesale houses, but those in charge of tables are taken at intervals during the season to New York and other large millinery centres in order to study the styles.

**Buyers.**

In the small retail shop, the buying is frequently done by the proprietor, especially if she is herself a milliner, but in the small department store it is usually done by the head of the department who is a trimmer. In such stores women have entire responsibility for buying in the millinery department more often than in any other. Wholesale houses and the large department stores have buyers, who in normal times, usually make a couple of trips a year abroad. The buyer in a large department store has a staff of assistant buyers, who spend much of their time during the season in the large millinery centres.



**Saleswomen.** Usually the saleswomen are milliners or have some knowledge of millinery and in addition a gift for selling. "They should have a good appearance, a good address, and lots of patience."

In the smaller retail shops for the most part the same employees attend to both the production and the distribution end of the business. For this reason the representative of one of the wholesale houses said, "Girls for the country are better trained in the country, as the wholesale does not give them selling training."

**Other Occupations.** In addition to the management, other workers found on the wage sheets in connection with some millinery establishments are: maintenance men, messengers, office workers, porters, a small number of male pressers, shippers, shoppers, stock keepers, and travellers. It may be of interest to women to know that the latter are seldom women as the work is not considered suitable. Travellers have to catch trains at all hours, and frequently unpack and repack large millinery trunks.

**Proportion of Workers.** The proportions of workers in the various occupations could not be obtained with accuracy in either department stores or wholesale houses on account of the grouping of occupations in some firms and the lack of any differentiation in others, but in two wholesale houses trimmers employed as such by the firm, were found in the season in the proportion of one to fifteen and one to seventeen workers respectively. Saleswomen and showroom girls in the wholesale houses were in the proportion of one to every fourteen workers, and saleswomen in department stores in that of two to every five.

**Irregularity of Work.** The great objection to millinery as an occupation is the irregularity of the work, which is not only subject to great fluctuations in the number of workers required from season to season, but is also affected by the weather, and by the styles in vogue at the time. When the styles are exclusive a greater number of milliners is required than when this is not the case. Estimates of the probable length of periods of employment in millinery during a season varied for the most part from three months to five months.

Exceptionally gifted trimmers, especially if taking work at a distance, may be engaged by the year, others are sufficiently in demand to be able to refuse to accept an engagement for less than five months, but a four months' engagement in the case of trimmers is quite common. One employer explained, "We have to engage trimmers for four months, as no good milliner will come for less."

Some few firms see that it is to their advantage to keep practically all their millinery workers for the whole or the greater part of the year, and so prevent them from drifting away in the slack season. Department stores have the advantage over other retail shops, in being able to transfer a number of their milliners who have salesmanship ability to another part of the store during at least a part of the winter slack season. Sometimes workers are retained throughout the year, as it is not desired to close the shop or department in the slack season, or the additional employment thus afforded during the slack season is divided among employees. Sometimes, however, the heads of departments are not kept as long as some of the junior workers, as the firm desires to economize on salaries in this way. As previously stated, also, the head trimmers usually spend some weeks of their free time at the wholesale houses.

In the case of Table 4, the head of the department is one of the two workers employed by the store 10 months in the year.

Table 4.—Number of Months of Employment of the Millinery Staff in a Small Department Store.

Number of Months.....	11	10	9	8
Number of Workers.....	1	2	1	1

The seasons are quoted approximately as lasting: in the retail trade, from the beginning of March to the end of June, and from the beginning of September until the end of December: and in the wholesale, from the beginning of January until the end of April, and from the beginning of July until the end of October. The really busy periods, however, are much shorter. Trimmers who are returning to retail work usually, however, leave the wholesales towards the end of February and August. During the winter slack season in the wholesale houses, and some retail shops, work is obtained by many milliners in temporary selling positions during the Christmas rush, and many girls are not averse to the period of relaxation which is allowed them by the millinery business, especially during the summer months.

**Hours.** On account of the seasonal nature of the trade, there is a considerable tendency to overtime. The chief sufferers from long hours are the working proprietors of small businesses, who often work on until late in the night, especially until the business is thoroughly established.

Working hours of millinery employees as reported per week vary greatly, ranging from 44½ in a wholesale house to 60 in one retail shop.

Little overtime is reported in the wholesale millinery houses and department stores.

### WAGES.

When an exact comparison is made of the weekly wages paid in millinery with those in the majority of industries and occupations covered by the present investigation, the result is very favourable to millinery. Low wages are naturally paid to beginners on account of the training they receive, but when the proportion of workers receiving \$15 a week and over, \$20 a week and over, \$25 a week and over, and especially \$30 a week and over, is compared, millinery is found to stand well.



Table 5.—Number and Cumulative Per Cent. of Workers in Wholesale and Retail Millinery.

Weekly Wage	Female (654)	Male and Female* (691)	Cumulative per cent.	
			Female	Male and Female
Under \$5.....	16	16	2.4	2.4
\$ 5 - \$ 6.....	17	17	5.	5.
6 - 7.....	36	36	10.5	10.5
7 - 8.....	34	34	15.7	15.7
8 - 9.....	60	62	24.9	23.9
9 - 10.....	53	54	33.	31.7
10 - 12.....	154	155	56.6	54.1
12 - 15.....	149	151	79.3	76.
15 - 20.....	103	110	95.1	83.2
20 - 25.....	16	20	97.5	94.8
25 - 30.....	8	15	98.8	97.
30 - 35.....	6	11	99.7	98.5
35 and over.....	2	10	100.	100.

\*This column includes a considerable number of workers who were unclassified as to sex and a few male workers in addition to the 654 females in the previous column.

It will be observed that though the group of workers receiving between \$10 and \$12 is slightly larger than any other group, the \$12-\$15 and \$15-\$20 groups are quite outstanding, and that one woman in 5 receives \$15 a week or more, and about one in 20, \$20 a week or more. If the majority of unclassified workers are women and girls, as is most probable, the proportion of highly paid women is still larger.

**Wages by Occupations.** Apprentices receive anywhere from \$1 to \$5 a week: preparers from \$4 to \$15, the largest group, receives \$10-\$12; improvers, from \$6-\$15, the two largest groups containing the same number of improvers receive \$10-\$12 and \$12-\$15; trimmers, from \$8 to over \$35, the largest group of workers receives between \$15-\$20, but some firms do not pay any of their trimmers less than \$20 a week.

**Permanence and the Opportunity for Proprietorship.** Strong points in favour of the choice of millinery as an occupation are: the possibility of using the knowledge until well on in life, and the opportunity for developing an independent business. It is no doubt true that a trimmer may temporarily lose some of her skill, if she is out of touch with the work for a considerable period, but a woman with natural ability and training can usually take it up again without serious difficulty.

Many women with skill and business ability, but with little capital have succeeded in working up a successful business for themselves in millinery.

It is claimed that the frequent visits of representatives of the wholesale houses, who try to call at the retail millinery shops every week or so during the season, lessens the amount of outlay necessary at any one time, as stock can frequently be replenished. Some milliners say, however, that unless they have a fairly good assortment, customers will not come in, but very good judgment is needed in buying to avoid having a lot of hats at the end of the season, and though credit may be allowed by the wholesale for a certain number of months

to milliners who are known to the firm it is expected that bills will be paid when they come due. Indeed, some of those who had millinery establishments gave a most discouraging account of the business, but a rather larger number were satisfied.

On the whole, the writer cannot do better than sum the situation up in the words of a milliner of long experience and keen observation, who said, "In a large city the millinery business is risky, unless a woman has a large circle of friends. In a small place almost any person with business ability and a gift for the work should be able to make good."

### CONCLUSION.

Millinery is an occupation which contains an unusually large proportion of Canadian girls. No doubt this is partly due to the natural aptitude of Canadian girls for the work, and partly to the fact that many of them are not completely dependent on their own resources while learning.

The life of the trimmer is exceptionally full of variety, and the work affords scope for the exercise of artistic ability. A good trimmer has learned an occupation for life.

If a trimmer desires to be independent, and has the requisite business and salesmanship ability, she may go into business for herself without the expenditure of a large amount of capital.

It would also appear that there will be a considerable demand for good trimmers in the future, since few apprentices are learning the trade and many fairly good milliners are being lost to it, as they not infrequently remain in work which they have been obliged to seek during the slack season.

Though the weekly wages compare well with those in most industrial occupations, only girls with a distinct gift should go into millinery. They alone are able to protect themselves by obtaining a guarantee of four or five months' work, when accepting an engagement for the season. Some women, however, who have attained quite good positions, are very unfavourable to the occupation.

On the other hand, the majority of those who have been successful, or fortunate in the firm with which they have obtained work, or who have a particular love for their work, heartily endorse the conclusion of a milliner of fifteen years' experience, who said, "If anyone has the gift, I consider millinery a satisfactory line of work to enter."



# APPENDIX A—1918-1919

The first table contains wage statistics of employees in Bread, Men's Custom Clothing, Women's Custom Clothing, Dyeing and Cleaning, Foundry and Machine Shop Products, and Slaughtering and Meat Packing, in addition to the workers in the tables which follow. Wages obtained by hourly rates appear only in the bulletins dealing with individual industries.

Weekly Wage	Total Industrial and Office Workers				Agricultural Implements				Biscuits and Confectionery				Boots and Shoes			
	Number		Cumulative Per cent.		Number		Cumulative Per cent.		Number		Cumulative Per cent.		Number		Cumulative Per cent.	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	17,024	16,425			2,526	79			894	1,168			371	221		
Under \$5....	43	224	.3	1.4	.....	.....	.....	.....	.....	29	.....	2.5	.....	.....	.....	.....
\$5—6.....	76	579	.7	4.9	3	.....	.1	.....	4	55	.....	7.2	5	4	1.3	1.8
6—7.....	262	1,014	2.1	11.1	4	1	.3	1.2	27	133	3.5	18.6	5	13	2.7	7.7
7—8.....	287	1,145	3.9	18.	14	.....	1.8	1.3	26	167	6.4	32.9	7	21	4.6	17.2
8—9.....	350	1,684	6.	28.3	8	3	1.1	5.1	50	219	12.	51.6	11	18	7.5	25.3
9—10.....	384	1,811	8.3	39.3	16	2	1.8	7.6	21	152	14.3	64.6	11	23	10.5	35.7
10—12.....	729	4,465	12.5	66.5	36	10	3.2	20.3	59	233	20.9	84.6	26	41	17.5	54.3
12—15.....	1,865	3,768	23.5	98.4	106	37	7.4	67.1	145	141	37.1	96.7	44	48	29.4	76.
15—20.....	4,655	1,413	50.8	98.	500	24	27.2	97.5	362	37	77.6	99.8	85	41	52.3	94.6
20—25.....	4,750	225	78.7	99.4	747	2	56.8	100.	130	2	92.2	100.	52	12	77.1	100.
25—30.....	2,081	66	90.9	99.8	627	.....	81.6	.....	48	.....	97.5	.....	48	.....	90.	.....
30—35.....	909	17	96.3	99.9	284	.....	92.8	.....	16	.....	99.3	.....	21	.....	95.7	.....
35 and over..	633	14	100.	100.	181	.....	100.	.....	6	.....	100.	.....	16	.....	100.	.....

Weekly Wage	Boxes and Bags, Paper				Carpets				Clothing, Men's Footery				Department Stores			
	Number		Cumulative Per cent.		Number		Cumulative Per cent.		Number		Cumulative Per cent.		Number		Cumulative Per cent.	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	110	212			384	281			424	705			5,423	7,966		
Under \$5....	1	13	.9	6.1	6	5	1.6	1.8	.....	4	.....	.6	.....	5	.....	.1
\$5—6.....	2	11	2.7	11.3	2	9	2.1	5.	.....	13	.....	2.4	25	313	.5	4.
6—7.....	2	24	4.5	22.6	6	9	2.6	8.2	6	25	1.4	6.	114	487	2.6	10.1
7—8.....	2	30	6.4	36.8	2	17	4.2	14.2	5	28	2.6	9.9	129	406	4.9	15.2
8—9.....	6	59	11.8	64.6	7	16	6.	19.9	4	41	3.5	15.7	141	756	7.5	24.7
9—10.....	5	25	16.4	76.4	15	50	9.9	37.7	7	51	5.2	23.	163	953	10.5	36.6
10—12.....	5	35	20.9	92.9	28	78	17.2	65.5	6	167	6.6	46.7	268	2,697	15.5	70.5
12—15.....	19	12	38.2	98.6	43	53	28.4	84.3	22	320	11.8	92.1	864	1,543	31.4	89.9
15—20.....	49	5	82.7	100.	147	40	66.7	98.6	118	53	39.6	99.4	1,531	631	59.6	87.8
20—25.....	10	.....	91.8	.....	90	4	90.1	100.	229	4	93.6	100.	1,577	131	88.7	99.4
25—30.....	7	.....	96.2	.....	28	.....	97.4	.....	16	.....	97.4	.....	317	31	94.6	99.8
30—35.....	2	.....	100.	.....	6	.....	99.	.....	3	.....	98.1	.....	160	7	97.5	99.9
35 and over..	.....	.....	.....	.....	4	.....	100.	.....	8	.....	100.	.....	134	6	100.	100.

Weekly Wage	Dresses and Waists				Electrical Apparatus and Supplies				Furniture and Upholstery			
	Number		Cumulative Per cent.		Number		Cumulative Per cent.		Number		Cumulative Per cent.	
	Male	Female	Male	Female	Male	Female	Male & Female	Male	Female	Male and Female	Male	Female
	142	1,281			1,020	401	1,934				655	129
Under \$5....	.....	15	.....	1.2	2	6	8	.2	1.5	.4	.....	.....
\$5—6.....	.....	7	.....	1.2	1	5	7	.3	2.7	.8	3	1
6—7.....	.....	15	.....	2.9	6	10	23	.9	5.2	2.	6	2
7—8.....	3	23	2.1	4.7	11	51	78	2.	18.	6.	8	1
8—9.....	2	26	3.5	6.7	8	50	71	2.7	30.4	9.7	25	5
9—10.....	1	52	4.2	10.8	9	58	76	3.6	44.9	13.6	26	15
10—12.....	7	207	9.1	26.9	15	116	144	5.1	73.8	21.	20	49
12—15.....	8	631	14.8	76.2	60	88	180	11.	95.8	30.3	49	40
15—20.....	10	265	21.8	96.9	191	12	397	29.7	98.7	50.9	227	14
20—25.....	50	22	57.	98.6	321	4	434	61.2	99.7	73.3	209	2
25—30.....	43	11	87.3	99.5	207	1	275	81.5	100.	87.5	57	.....
30—35.....	11	5	95.1	99.8	127	.....	151	93.9	.....	95.3	15	.....
35 and over..	7	2	100.	100.	62	.....	90	100.	.....	100.	10	.....

\* Wages were copied from the wage sheets or other records of the firms. These, however, do not include foremen, superintendents, or any of the high managerial staff. Salaries were obtained in many cases from the firms with a view to showing the opportunities for promotion within the industry.

† In the weekly wage, the class, i.e., \$5—\$6, etc., includes the first figure and is up to but does not include the second figure.

‡ As a large number of workers in this industry were not differentiated as to sex, the total of all workers is given in the third column.

# APPENDIX A—Continued

Weekly Wage	Harness and Saddlery*				Hosiery and Underwear				Laundry				Lithographing and Engraving			
	Number		Cumulative Per cent.		Number		Cumulative Per cent.		Number		Cumulative Per cent.		Number		Cumulative Per cent.	
	Male 222	Fe-male 60	Male	Fe-male	Male 573	Fe-male 1,249	Male	Fe-male	Male 73	Fe-male 200	Male	Fe-male	Male 417	Fe-male 159	Male	Fe-male
Under \$5....	2	4	.9	6.7	8	53	1.4	4.2	1	1	1.4	.5	17	6	4.1	3.6
\$5—6....	3	10	2.2	23.3	7	48	2.6	8.1	.....	1	1.4	1.	6	18	5.5	15.1
6—7....	1	7	2.7	35.	17	109	5.6	16.8	.....	19	1.4	10.5	9	12	7.7	22.6
7—8....	4	4	4.5	41.7	14	160	8.	29.6	.....	2	77	4.1	9	13	9.8	30.8
8—9....	5	8	6.7	55.	16	158	10.8	42.3	.....	1	52	5.5	9	23	12.	45.2
9—10....	4	8	8.5	68.3	18	149	14.	54.2	.....	3	25	9.6	12	12	14.9	52.8
10—12....	14	6	14.9	78.3	79	263	27.7	75.3	.....	1	16	11.	17	28	18.9	70.4
12—15....	28	10	27.5	95.	107	236	46.4	94.2	.....	4	7	16.4	34	23	27.1	84.9
15—20....	64	2	56.3	98.3	178	66	77.5	99.4	.....	29	2	56.2	76	7	45.3	89.3
20—25....	70	1	87.8	100.	94	6	93.9	99.9	.....	22	.....	86.3	58	3	59.2	91.2
25—30....	25	.....	99.1	.....	22	1	97.7	100.	.....	9	.....	98.6	54	9	72.1	96.9
30—35....	2	.....	100.	.....	10	.....	99.5	.....	.....	.....	.....	98.6	53	.....	84.9	96.9
35 and over..	.....	.....	.....	.....	3	.....	100.	.....	.....	1	.....	100.	63	5	100.	100.

Weekly Wage	Office, in manufacturing plants				Printing and Bookbinding				Suits and Cloaks				Woollen Goods			
	Number		Cumulative Per cent.		Number		Cumulative Per cent.		Number		Cumulative Per cent.		Number		Cumulative Per cent.	
	Male 703	Fe-male 453	Male	Fe-male	Male 573	Fe-male 369	Male	Fe-male	Male 540	Fe-male 530	Male	Fe-male	Male 424	Fe-male 388	Male	Fe-male
Under \$5....	3	.....	.4	.....	12	35	2.1	9.5	2	.....	.4	.....	5	11	1.2	2.8
\$5—6....	5	3	1.1	.7	6	28	3.1	17.1	.....	.....	.4	.....	1	17	1.4	7.2
6—7....	12	11	2.8	3.1	14	30	5.6	25.2	.....	5	.4	.9	6	31	2.8	15.2
7—8....	17	12	5.3	5.7	13	34	7.8	34.4	.....	1	4	.6	1	28	3.1	22.4
8—9....	32	27	9.8	11.7	11	56	9.8	49.6	.....	4	21	1.3	5	58	4.3	37.4
9—10....	22	24	12.9	17.	6	35	10.8	59.1	.....	2	31	1.7	18	67	8.5	54.6
10—12....	37	90	18.2	36.9	36	106	17.1	87.8	.....	9	106	3.3	39	84	17.7	76.3
12—15....	83	151	30.	70.2	27	30	21.8	95.9	.....	20	219	7.	102	76	41.7	95.9
15—20....	183	114	56.	95.4	96	11	38.6	98.9	.....	109	116	27.2	147	15	76.4	99.7
20—25....	176	16	81.1	98.9	202	3	73.8	99.7	.....	174	20	59.4	79	1	95.	100.
25—30....	68	4	90.7	99.8	90	1	89.5	100.	.....	128	7	83.1	13	.....	98.1	.....
30—35....	38	.....	96.1	99.8	28	.....	94.4	.....	.....	53	1	92.9	4	.....	99.1	.....
35 and over..	27	1	100.	100.	32	.....	100.	.....	.....	38	.....	100.	4	.....	100	.....

\* Includes some workers on suit cases.



## APPENDIX B\*—1917

Statistics in this and the following appendices are based on figures supplied by the Dominion Statistician.

### REGULARITY OF EMPLOYMENT IN MANUFACTURING INDUSTRIES.

Industry.	Male	Female
Agricultural implements .....	94.8%	88.1%
Automobiles .....	93.6	62.7
Axes and Tools:		
Cutlery and edge tools .....	91.2	88.7
Tools and implements .....	94.4	70.6
Boilers and engines .....	84.4	48.3
Boots and shoes .....	88.3	85.7
Boxes and bags, paper .....	96.	98.
Boxes, wooden .....	93.2	60.3
Brass castings .....	82.2	65.8
Bread, biscuits and confectionery .....	93.2	88.4
Carpets .....	88.7	80.2
Chewing gum .....	75.2	85.8
Clothing, men's custom .....	95.7	92.5
Clothing, men's factory .....	97.8	94.9
Clothing, women's custom .....	79.4	85.1
Clothing, women's factory .....	91.7	94.
Cottons .....	68.5	95.6
Dyeing and cleaning .....	96.3	95.
Electrical apparatus and supplies .....	78.4	89.4
Foundry and machine shop products .....	95.7	86.6
Furniture and upholstered goods .....	92.8	86.1
Gloves and mittens .....	91.4	79.4
Harness and saddlery .....	96.3	82.
Hats, caps and furs .....	90.9	90.8
Hosiery and knit goods .....	87.1	92.
Iron and steel products .....	92.8	90.1
Jewelry and repairs .....	98.2	91.8
Lithographing and engraving .....	93.7	87.2
Paper .....	95.1	95.
Plumbing and tinsmithing .....	88.8	91.1
Pulp and paper .....	88.2	89.
Printing and bookbinding .....	97.4	94.6
Printing and publishing .....	97.2	93.4
Slaughtering .....	82.3	80.8
Slaughtering and meat packing .....	93.8	82.1
Soap .....	91.8	88.
Stationery goods .....	96.1	95.6
Steel furnaces and rolling mills .....	93.9	67.7
Tobacco, cigars and cigarettes .....	68.6	62.8
Wire .....	92.9	88.8
Woollen goods .....	95.7	94.8
Woollen yarn .....	89.8	85.7

\* This represents the yearly average based upon the highest monthly employment.

# APPENDIX C—1917

## AVERAGE YEARLY SALARIES AND WAGES.

Industry.	Officers, Superintend- ents and Managers	Clerks, Stenographers and other Salaried Officers	Wage Earners
	\$	\$	\$
Agricultural implements .....	3,256	885	871
Automobiles .....	4,055	1,233	970
Axes and Tools:			
Cutlery and edge tools .....	1,348	920	874
Tools and implements .....	3,311	872	671
Boilers and engines .....	3,679	1,064	1,127
Boots and shoes .....	2,503	944	615
Boxes and bags, paper .....	2,421	1,274	495
Boxes, wooden .....	1,636	806	578
Brass castings .....	2,530	933	410
Bread, biscuits and confectionery .....	1,718	780	778
Carpets .....	2,676	1,033	631
Chewing gum .....	2,396	1,039	548
Clothing, men's custom .....	1,494	829	576
Clothing, men's factory .....	2,905	965	670
Clothing, women's custom .....	917	736	476
Clothing, women's factory .....	4,920	1,640	626
Cottons .....	3,932	913	505
Dyeing and cleaning .....	1,549	632	624
Electrical apparatus and supplies .....	3,047	1,054	758
Foundry and machine shop products .....	2,263	906	905
Furniture and upholstered goods .....	1,911	775	610
Gloves and mittens .....	1,582	583	505
Harness and saddlery .....	1,602	896	657
Hats, caps and furs .....	1,897	662	666
Hosiery and knit goods .....	2,244	743	504
Iron and steel products .....	3,029	1,096	906
Jewelry and repairs .....	1,695	653	682
Lithographing and engraving .....	2,523	966	766
Paper .....	2,743	1,005	727
Plumbing and tinsmithing .....	1,463	727	745
Printing and bookbinding .....	2,277	953	707
Printing and publishing .....	1,943	851	772
Pulp and paper .....	3,812	1,053	901
Slaughtering and meat packing .....	3,459	922	876
Slaughtering, not including meat packing .....	3,470	890	937
Soap .....	2,209	1,366	590
Stationery goods .....	2,592	852	575
Steel furnaces and rolling mills .....	2,775	1,187	1,370
Tobacco, cigars and cigarettes .....	1,648	1,236	602
Wire .....	1,737	1,076	714
Woollen goods .....	2,277	1,016	757
Woollen yarn .....	2,319	713	653



## APPENDIX D—1917

PROPORTION OF OFFICERS, SUPERINTENDENTS AND MANAGERS TO OTHER  
EMPLOYEES IN 1917.

Industry.	Officers, Superinten- dents and Managers	Clerks, Stenographers and other Salaried Officers	Wage Earners
Agricultural implements .....	1.4%	8.1%	90.5%
Automobiles .....	1.6	13.7	84.7
Axes and Tools:			
Cutlery and edge tools .....	6.6	10.2	83.2
Tools and implements .....	4.5	9.3	86.2
Boilers and engines .....	1.7	10.1	88.2
Boots and shoes .....	3.9	7.2	88.9
Boxes and bags, paper .....	3.6	7.1	89.3
Boxes, wooden .....	2.3	2.3	95.4
Brass castings .....	1.4	3.1	95.5
Bread, biscuits and confectionery .....	2.9	7.8	89.3
Carpets .....	2.7	6.9	90.4
Chewing gum .....	4.3	21.	74.7
Clothing, men's custom .....	5.2	6.	88.8
Clothing, men's factory .....	3.8	13.9	82.3
Clothing, women's custom .....	5.8	5.3	90.9
Clothing, women's factory .....	2.1	7.7	90.2
Cottons .....	.6	1.4	98.
Dyeing and cleaning .....	3.1	3.5	93.4
Electrical apparatus and supplies .....	1.1	13.	85.
Foundry and machine shop products .....	3.1	7.7	89.2
Furniture and upholstered goods .....	3.7	6.4	89.9
Gloves and mittens .....	3.5	7.	89.5
Harness and saddlery .....	6.	8.6	85.4
Hats, caps and furs .....	5.5	15.4	79.1
Hosiery and knit goods .....	1.8	3.1	95.1
Iron and steel products .....	1.9	4.8	93.3
Jewelry and repairs .....	6.4	11.6	82.
Lithographing and engraving .....	5.	12.3	82.7
Paper .....	3.7	4.6	91.7
Plumbing and tinsmithing .....	5.8	8.7	85.5
Printing and bookbinding .....	4.4	13.4	82.2
Printing and publishing .....	6.2	16.4	77.4
Pulp and paper .....	1.3	4.9	93.8
Slaughtering and meat packing .....	2.1	16.7	81.2
Slaughtering, not including meat packing .....	3.6	17.8	78.6
Soap .....	3.9	12.4	83.7
Stationery goods .....	4.7	14.5	80.8
Steel furnaces and rolling mills .....	1.2	2.8	96.
Tobacco, cigars and cigarettes .....	2.5	3.4	94.1
Wire .....	3.4	11.8	84.8
Woollen goods .....	2.2	2.6	95.2
Woollen yarn .....	1.6	3.1	95.3

## APPENDIX E—1917

### CAPITAL INVESTED AND NUMBER OF EMPLOYEES.

Industry.	Average capital	Average number of employees on salaries and wages
Agricultural implements .....	1,174,298	171
Automobiles .....	2,562,987	538
Axes and Tools:		
Cutlery and edge tools .....	48,958	23
Tools and implements .....	191,438	42
Boilers and engines .....	618,310	212
Boots and shoes .....	115,747	52
Boxes and bags, paper .....	107,215	51
Boxes, wooden .....	60,318	27
Brass castings .....	147,458	126
Bread, biscuits and confectionery .....	19,644	10
Carpets .....	506,960	110
Chewing gum .....	478,837	66
Clothing, men's custom .....	5,461	4
Clothing, men's factory .....	137,482	56
Clothing, women's, custom .....	3,094	3
Clothing, women's factory .....	152,345	105
Cottons .....	927,901	305
Dyeing and cleaning .....	18,975	21
Electrical apparatus and supplies .....	507,869	147
Foundry and machine shop products .....	134,504	45
Furniture and upholstered goods .....	115,765	41
Gloves and mittens .....	45,943	29
Harness and saddley .....	11,920	3
Hats, caps and furs .....	49,339	24
Hosiery .....	282,962	116
Iron and steel products .....	527,938	156
Jewelry and repairs .....	9,513	4
Lithographing and engraving .....	106,049	36
Paper .....	255,347	55
Plumbing and tinsmithing .....	12,816	6
Printing and bookbinding .....	39,802	18
Printing and publishing .....	34,606	13
Pulp and paper .....	4,229,129	430
Slaughtering and meat packing .....	1,495,546	190
Slaughtering, not including meat packing .....	2,398,844	169
Soap .....	419,075	55
Stationery goods .....	104,092	41
Steel furnaces and rolling mills .....	3,127,303	525
Tobacco, cigars and cigarettes .....	37,269	33
Wire .....	222,305	56
Woollen goods .....	209,604	70
Woollen yarn .....	462,829	82



## APPENDIX F

MANUFACTURING INDUSTRIES EMPLOYING OVER 1,000 WORKERS IN 1915.

Industry.	Totals	Male	Female
1 Log products .....	13,705	13,594	111
2 Foundry and machine shops products .....	12,450	11,938	512
3 Clothing, women's factory .....	8,521	3,142	5,379
4 Iron and steel products .....	7,607	7,197	410
5 Bread, biscuits and confectionery .....	7,064	4,722	2,342
6 Smelting .....	6,603	6,551	52
7 Hosiery and knit goods .....	6,416	2,329	4,087
8 Agricultural implements .....	5,891	5,731	160
9 Furniture and upholstered goods .....	5,534	5,280	254
10 Electrical apparatus and supplies .....	5,157	4,619	538
11 Printing and publishing .....	5,086	4,016	1,070
12 Paper .....	4,277	3,968	309
13 Printing and bookbinding .....	4,038	2,842	1,196
14 Rubber and elastic goods .....	3,963	2,975	988
15 Car repairs .....	3,828	3,824	4
16 Boots and shoes .....	3,790	2,565	1,225
17 Automobiles .....	3,778	3,576	202
18 Flour and grist mill products .....	3,673	3,237	436
19 Slaughtering and meat packing .....	3,470	3,202	268
20 Electric light and power .....	3,360	3,196	164
21 Lumber products .....	3,277	3,188	89
22 Clothing, men's factory .....	3,242	1,857	1,385
23 Boilers and engines .....	2,960	2,895	65
24 Woollen goods .....	2,663	1,532	1,131
25 Cottons .....	2,546	1,250	1,296
26 Leather, tanned, curried and finished .....	2,544	2,452	92
27 Housebuilding .....	2,479	2,460	19
28 Plumbing and tin-smithing .....	2,256	2,096	160
29 Tobacco, cigars and cigarettes .....	2,182	1,401	781
30 Wood pulp, chemical and mechanical .....	2,002	1,987	15
31 Cars and car works .....	1,989	1,961	28
32 Carriages and wagons .....	1,973	1,894	79
33 Furnishing goods, men's .....	1,926	413	1,513
34 Butter and cheese .....	1,865	1,711	154
35 Clothing, men's custom .....	1,857	920	937
36 Boxes and bags, paper .....	1,748	855	893
37 Dyeing and cleaning .....	1,595	600	995
38 Cement products .....	1,405	1,377	28
39 Oils .....	1,390	1,346	44
40 Musical instruments .....	1,365	1,330	35
41 Hats, caps and furs .....	1,351	831	520
42 Fruit and vegetable canning .....	1,346	742	604
43 Clothing, women's custom .....	1,341	302	1,039
44 Lithographing and engraving .....	1,322	1,078	244
45 Gas, lighting and heating .....	1,262	1,201	61
46 Brick, tile and pottery .....	1,242	1,229	13
47 Stationery goods .....	1,240	714	526
48 Automobiles, repairs and accessories .....	1,194	1,125	69
49 Liquors, malt .....	1,145	1,126	19
50 Explosives .....	1,131	1,082	49
51 Ships and ship repairs .....	1,109	1,094	15
52 Harness and saddlery .....	1,075	945	130

## APPENDIX G—1917

PERCENTAGE OF CHILDREN UNDER 16 YEARS OF AGE EMPLOYED IN  
SPECIFIED INDUSTRIES.

Agricultural implements .....	2.4%	Gloves and mittens .....	3. %
Automobiles .....	.5	Harness and saddlery .....	2.7
Axes and Tools:		Hats, caps and furs .....	3.1
Cutlery and edge tools .....	3.7	Hosiery and knit goods .....	6.
Tools and implements .....	.5	Iron and steel products .....	2.9
Boilers and engines .....	.5	Jewelry and repairs .....	4.4
Boots and shoes .....	5.7	Lithographing and engraving ....	3.
Boxes and bags, paper .....	12.5	Paper .....	1.3
Boxes, wooden .....	8.4	Plumbing and tinsmithing .....	2.3
Brass castings .....	.9	Printing and bookbinding .....	3.2
Bread, biscuits and confectionery.	6.7	Printing and publishing .....	12.2
Carpets .....	3.9	Pulp and paper .....	.1
Chewing gum .....	16.	Slaughtering and meat packing ..	.5
Clothing, men's custom .....	1.2	Slaughtering, not including meat	
Clothing, men's factory .....	2.2	packing.....	2.7
Clothing, women's custom .....	4.	Soap .....	8.1
Clothing, women's factory .....	1.4	Stationery goods .....	4.
Cottons .....	15.9	Steel furnace and rolling mills ..	.1
Dyeing and cleaning .....	2.3	Tobacco, cigars and cigarettes ...	.7
Electrical apparatus and supplies.	1.9	Wire .....	7.7
Foundry and machine shop products	.8	Woollen goods .....	9.4
Furniture and upholstered goods..	3.5	Woollen yarns .....	25.1



















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